



# Army CP-14 Workforce Development Roadmap

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***Army Contracting: One Community Serving Our Soldiers,  
Serving Our Nation***



# Workforce Development Roadmap

- **Scope:** The Roadmap applies to all DA CP-14 personnel who are assigned to Acquisition Career Fields of Contracting, Purchasing, Production, Quality and Manufacturing, and Industrial/Contract Property Management.



# Workforce Development Roadmap

- **Objective:** The Roadmap provides a guide for the career development of contracting and acquisition (CP-14) personnel to help ensure the Army has well-trained and highly skilled professionals empowered to carry out its mission.



# Workforce Development Roadmap

## ■ Roadmap Features:

- Scope
- References
- Objective
- **CP-14 Competency Roadmap**
- Career Progression
- Hiring
- Interns
- Education, Training, & Experience<sup>14/</sup>
- Leader Development
- Career Advancement
- Resources
- Career Advisors

Directly linked  
to CP-14  
ACTEDS

[http://cpol.army.mil/library/train/acteds/CP\\_](http://cpol.army.mil/library/train/acteds/CP_)

14/



# CP-14 Civilian Career Pyramid

**HQDA FOA  
MACOM MSC  
Installation**

**MACOM  
MSC FOA  
Installation**





# Workforce Development Roadmap

- Separate Roadmap for each series in CP-14
  - 1102, Contracting
  - 1101, General Business & Industry
  - 1105, Purchasing
  - 1150, Industrial Specialist
  - 1103, Industrial/Contract Property Management

# Contracting 1102

# Roadmap Competencies Matrix

Education & Certification (✓ = Required, ○ = Desired)										Leadership Competency Levels (■ = Develop competency)																				Career Advancement (Priority order)					
Interns (T)	✓	✓	○		✓	✓			✓																										
Specialists (T)	✓	✓	○	○	✓	✓	○	○	○	✓*																									
Team Leaders (O)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓																								
Supervisors (O)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Managers (S)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Executives ^ (S)	✓	✓	○	○	✓	✓	✓	○	○	✓	✓	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■

\* Requirement under development

^As identified, Education, Certification, Leadership Competencies, & Promotion Criteria feed Executive Core Qualifications for SES (Leading Change, Leading People, Results Driven, Business Acumen, & Building Coalitions/Communications). See [www.leadership.oom.aov/eca.cfm](http://www.leadership.oom.aov/eca.cfm) for specifics.



# CP-14, Contracting

## 1102 Education & Certification

<b>Education &amp; Certification</b> (✓ = Required, ○ = Desired)		(S) = Strategic (O) = Operational (T) = Tactical											
		Baccalaureate degree											
		Minimum 24 semester hours in business field											
		Graduate studies in business related fields											
		Master's degree											
		Contracting Level I Certification											
		Contracting Level II Certification											
		Contracting Level III Certification											
		Professional Certification											
		Secondary career field certification											
		Army Acquisition Corp Membership											
		Civilian Leadership Training Core Curriculum											
Interns (T)		✓	✓	○		✓	✓						✓
Specialists (T)		✓	✓	○	○	✓	✓	○	○	○	○	○	✓*
Team Leaders (O)		✓	✓	○	○	✓	✓	✓	○	○	✓	✓	✓
Supervisors (O)		✓	✓	○	○	✓	✓	✓	○	○	✓	✓	✓
Managers (S)		✓	✓	○	○	✓	✓	✓	○	○	✓	✓	✓
Executives (S)		✓	✓	○	○	✓	✓	✓	○	○	✓	✓	✓

\* Requirement under development



# CP-14, Contracting

## 1102 Leadership Competency Levels

Leadership Competency Levels  (■ = Develop competency)		<div>(S) = Strategic (O) = Operational (T) = Tactical</div> <div>Interface with DA/DoD leaders, etc. Vision Human Resources Resource Management Managerial Performance Management Future Focus Employee Support Leading Organizational Support Project Management Creativity &amp; Innovation Conflict Management Decisiveness Flexibility Change Management Customer Management Technical Service Problem Solving Learning Communication Interpersonal Skills</div>																						
Interns	(T)																	■	■	■	■	■	■	
Specialists	(T)									■	■	■	■	■	■	■	■	■	■	■	■	■	■	
Team Leaders	(O)					■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	
Supervisors	(O)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	
Managers	(S)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	
Executives	(S)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	

# CP-14, Contracting

## 1102 Career Advancement Criteria

Career Advancement (Priority Order)		(S) = Strategic (O) = Operational (T) = Tactical						
		Technical Knowledge & Experience	Learning	Interpersonal Skills	Self Development & Education	Contracting Excellence & Innovation	Leadership Capability	Management Capability
Interns	(T)	1	2	2	3	4	5	
Specialists	(T)	1	2	2	3	4	5	
Team Leaders	(O)	2	1	1	4	3	1	
Supervisors	(O)	3	1	1	4	2	1	1
Managers	(S)	3	1	1	4	2	1	1
Executives	(S)	3	1	1	4	2	1	1



# Workforce Development Roadmap

- **The Roadmap is interconnected with**
  - CP-14 Army Civilian Training, Education and Development System (ACTEDS) Plan
  - Individual Development Plans (IDP)
- **Responsibility**
  - Managers
  - Workforce (YOU)
- **Governance Board** at PARC level established to manage pieces of development